

**Memorandum of the Meeting
Regular Study Session
Twenty-Seventh Town Council of Highland
Monday, November 19, 2012**

The regular study session of the Twenty-Seventh Town Council of the Town of Highland was convened at the regular place, the Highland Municipal Building, 3333 Ridge Road, Highland, Indiana, in the council meeting room on Monday, November 19, 2012 at 7:05 o'clock p.m.

Silent Roll Call: Councilors Bernie Zemen, Brian Novak, Konnie Kuiper, and Dan Vassar were present. Councilor Mark A. Herak was absent owing to work. The Town Clerk-Treasurer, Michael W. Griffin, was present to memorialize the proceedings. A quorum was attained.

Also Present: Katy Dowling, Deputy Clerk-Treasurer was also present.

General Substance of Matters Discussed:

1. The Town Council discussed an informal communication from the Highland Fraternal Order of Police seeking permission to access the municipal utility customer data base to "solicit on behalf of the FOP". The statutory language regarding prohibitions for use of the data base for commercial or political purposes. It was noted that municipal utility customer data base is a discretionary exemption from disclosure under IC 5-14-3 et seq. After additional discussion, the Town Council asked that the FOP send a more formal proposal to the Town Council describing the program in greater detail.
2. The Town Council, the Clerk-Treasurer and the Deputy Clerk-Treasurer discussed the employer contribution for the employee group health plan with the high deductible to be aligned with a health savings account (H.S.A.). The Clerk-Treasurer and the Deputy Clerk-Treasurer prepared an analysis noting that the percentage of savings shared with each insurance customer class was not equitable. It was shown as follows:

Insurance Class:	Employer contribution:
Single Plan	\$ 900 represents 77% of savings
Adult and spouse	\$1,000 represents 43% of savings
Adult and child	\$1,200 represents 54% of savings
Family	\$1,500 represents 44% of savings

The discussion included a suggestion to equalize the percentages, share more the savings provided to the employer in such a plan, and perhaps encourage more workers to choose the high deductible plan and use an H.S.A. It was noted the Town would continue to offer the traditional P.P.O plan.

The proposed revised employer contribution

Insurance Class:	Employer contribution:
Single Plan	\$ 900 represents 77% of savings
Adult and spouse	\$1,808.91 represents 77% of savings
Adult and child	\$1,718.46 represents 77% of savings
Family	\$2,622.87 represents 77% of savings

It was determined amend the compensation and benefits ordinance (employee handbook) and make the employer contributions to the H.S.A. more equitable and perhaps more enticing to workers.

3. The Town Council was advised of the option to renew with the Town of Munster the joint emergency medical services agreement. Once adopted, the action would represent the second of three optional renewals of three years available under the agreement. It was noted that the terms were unchanged. It was further noted that the officials of the Town of Munster had represented that they were favorably disposed for renewal.
4. With leave from the Town Council, the members discussed the possible types of events and locations that could be utilized during the Lincoln Community Center lifted prohibition on the sale and consumption of alcohol to be allowed in conjunction with events such as wedding receptions. The discussion included recognition that the amendment made at the meeting of November 12 with the adoption of Ordinance No. 1523, would allow more than simply wedding receptions and conduct of events in more than the special banquet hall in which alcohol could be dispensed and consumed.
5. The Town Council and the Deputy Clerk-Treasurer discussed the recent open enrollment conducted for the workforce particularly in which the current wellness program was discussed and in which it was reported that the Town Council intended that wellness activities will be mandatory in 2013.

The discussion included what would result in a worker who did not meet the wellness compliance. It was suggested that the employee's insurance premium be increased by a significant factor

There being no further business to come before the Town Council, the regular study session of the Town Council, of **Monday, November 19, 2012**, was adjourned 7:45 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA
Clerk-Treasurer